

FORM EXEMPT UNDER 44 U.S.C. 3512

INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

20-CA-142463

12/08/2014

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer MaZT, Inc. d/b/a McDonald's and McDonald's USA, LLC, as Single and Joint Employer		b. Tel. No. 0
d. Address (Street, city, state, and ZIP code) 6091 Florin Road Sacramento, CA		c. Cell No. ()
e. Employer Representative		f. Fax No. ()
		g. e-Mail
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Fast food restaurant	j. Identify principal product or service Fast food	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within six (6) months of filing this charge, the above-referenced Employer retaliated against employee (b) (6), (b) (7)(C) for engaging in protected activities.

2. Full name of party filing charge (if labor organization, give full name, including local name and number)

Western Workers Organizing Committee

4a. Address (Street and number, city, state, and ZIP code)

2501 International Boulevard, Suite D
Oakland, CA 94601

4b. Tel. No.

(510) 207-3178

4c. Cell No.

()

4d. Fax No.

()

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

N/A

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

(213) 380-2344

Office, if any, Cell No.

Fax No.

(213) 443-5098

e-Mail

sgraham@unioncounsel.net

Scan D. Graham, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Address: Weinberg, Roger & Rosenfeld
800 Wilshire Boulevard, Suite 1320, Los Angeles, CA 90017

December 8, 2014, (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

ORIGINAL



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 20
901 Market St Ste 400
San Francisco, CA 94103-1738

Agency Website: www.nlrb.gov
Telephone: (415)356-5130
Fax: (415)356-5156



Download
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Mobile App

December 9, 2014

MaZT, Inc. d/b/a McDonald's and McDonald's USA, LLC, as Single and Joint Employer
6091 Florin Rd
Sacramento, CA 95823-2304

Re: MaZT, Inc. d/b/a McDonald's and
McDonald's USA LLC as Single and Joint
Employer
Case 20-CA-142463

Dear Sir or Madam:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney ELVIRA PEREDA whose telephone number is (415)356-5209. If this Board agent is not available, you may contact Supervisory Attorney CHRISTY KWON whose telephone number is (415)356-5154.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent.

December 9, 2014

Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website, www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,



JOSEPH F. FRANKL
Regional Director

Enclosures:

1. Copy of Charge

2. Commerce Questionnaire

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

MaZT, Inc. d/b/a McDonald's and McDonald's USA LLC as Single and Joint Employer

CASE NUMBER

20-CA-142463

1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)**2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)**3. IF A CORPORATION or LLC**

A. STATE OF INCORPORATION OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS**5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates)A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.
\$

YES NO

B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$**H. Gross Revenues from all sales or performance of services (Check the largest amount)**☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.

I. Did you begin operations within the last 12 months? If yes, specify date: _____

10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may

cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

**MAZT, INC. D/B/A MCDONALD'S AND
MCDONALD'S USA LLC AS SINGLE AND
JOINT EMPLOYER**

Charged Party

and

**WESTERN WORKERS ORGANIZING
COMMITTEE**

Charging Party

Case 20-CA-142463

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on December 9, 2014, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

MaZT, Inc. d/b/a McDonald's and
McDonald's USA, LLC, as Single and Joint
Employer
6091 Florin Rd
Sacramento, CA 95823-2304

December 9, 2014

Date

Enter NAME, Designated Agent of NLRB

Name

Signature



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 20
901 Market St Ste 400
San Francisco, CA 94103-1738

Agency Website: www.nlrb.gov
Telephone: (415)356-5130
Fax: (415)356-5156



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December 9, 2014

Erika Lenhart, Union Representative
Western Workers Organizing Committee
2501 International Boulevard, Suite D
Oakland, CA 94601

Re: MaZT, Inc. d/b/a McDonald's and
McDonald's USA LLC as Single and Joint
Employer
Case 20-CA-142463

Dear Ms. Lenhart:

The charge that you filed in this case on December 08, 2014 has been docketed as case number 20-CA-142463. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney ELVIRA PEREDA whose telephone number is (415)356-5209. If this Board agent is not available, you may contact Supervisory Attorney CHRISTY KWON whose telephone number is (415)356-5154.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlrb.gov, or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you

fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website www.nlr.gov or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read "J. Frankl", with a stylized, cursive script.

JOSEPH F. FRANKL
Regional Director

djd

cc: SEAN D. GRAHAM, ATTORNEY AT
LAW
WEINBERG ROGER & ROSENFELD
800 WILSHIRE BOULEVARD, SUITE
1320
LOS ANGELES, CA 90017

STEWART WEINBERG
DAVID A. ROSENFIELD
WILLIAM A. SOKOL
BLYTHE MICKELSON
BARRY E. HINKLE
CHRISTIAN L. RAJNER
JAMES J. WESSER
THEODORE FRANKLIN
ANTONIO RUIZ
MATTHEW I. DALGER
ASHLEY K. IKEDA
LINDA BALDWIN, CHPS
PATRICIA A. CAVAL
ALAN G. CROWLEY
KRISTINA L. MILLMAN
EMILY F. RICH
BRUCE A. HARLAND
CONCEPCION E. LOZANO-BATISTA
SARIN P. SENDER
ANNE I. YEN
KRISTINA M. ZIMMER
JANNAH V. MAMMOLA
MANUEL A. BOIQUEZ
KERRANNE R. STEELE
GARY P. PROVENCER
ERIK D. GARDER
MONICA T. QUIZAR
SHARON A. BEIDENSTEIN
LIS R. DUNCAN

WEINBERG, ROGER & ROSENFELD
A Professional Corporation
800 Wilshire Blvd, Suite 1320
Los Angeles, CA 90017
TELEPHONE (213) 380-2344
FAX (213) 443-5098

JACOB J. WHITE
SEAN D. GRAHAM
IOLENE KRAMER
STEPHANIE L. MARN
ANTHONY J. TUCCI
ROBERT E. SZYKOWITZ
MICHAEL D. BURSTEIN
NANCY C. HANNA
SUSANA NARANJO

VINCENT A. HARRINGTON, Of Counsel
PATRICIA M. DATES, Of Counsel
ROBERTA D. PARKINS, Of Counsel
NINA FENDEL, Of Counsel

Admitted in Hawaii
Also admitted in Nevada
Also admitted in Illinois
Also admitted in New York

December 8, 2014

VIA FACSIMILE AND U.S. MAIL

Fax No (415) 356-5156

Joseph F. Frankl
Regional Director
National Labor Relations Board, Region 20
901 Market Street, Suite 400
San Francisco, CA 94103-1738

RECEIVED
NLRB, REGION 20
2014 DEC -8 AM 11:01
SAN FRANCISCO, CA

Re: Western Workers Organizing Committee and
MaZT, Inc. d/b/a McDonald's and McDonald's USA, LLC, as Single and Joint Employers

Dear Mr. Frankl:

Enclosed please find an unfair practice charge which we are filing this date against the employer MaZT, Inc. d/b/a McDonald's and McDonald's USA, LLC, as Joint Employers.

Your agent should contact directly Erika Lenhart of the Union to obtain evidence and schedule interviews with witnesses. Ms. Lenhart's direct line number is: (510) 712-0412.

Please keep me informed of all phases of the investigation, give me copies of all evidence submitted by the charging party, furnish me with any statements they provide, include me in any settlement discussions, and keep me informed of any agenda decisions. On any calendar matters, please contact the Calendar Department of our office.

Sincerely,


Sean D. Graham

SDG: [REDACTED]
(b) (6), (b) (7)(C)

cc: Erika Lenhart

20-CA-142463 12/08/2014

CA CHARGE ASSIGNMENT SHEET

Support Staff

Dorothy

Date Filed: December 8, 2014

Assigned to:

Kwan

Pareda

(Agent)

(Agent)

(Agent)

Case Name MaZT, Inc. d/b/a McDonald's and McDonald's USA, LLC, as Single and Joint Employer

Case No. 20-CA-

142463

IA Category III

II

I

Target Date:

2/23/15

10(j) potential:

Yes ☐No ☒Unknown ☐Discharge Organizing Campaign ☐

Allegations: 8(a)(1)(3)

If this is an 8(a)(3) CA, enter number of Discriminatees

1

Method of Contact

Electronic ☐Phone ☐Visit ☐Written ☒

I/O Assisted?

Yes ☐No ☒

I/O Inquiry Number:

Bargaining Status (Check one)

Existing Contract ☐Organizing Campaign ☐None ☐Seeking Initial Contract ☐Seeking Succeeding Contract ☐

Dispute Location

Sacramento

State: CA 95823-2304

Does this case block any other?

Yes ☐No ☐

Is there a "request to proceed" in the petition(s).

☐

Enter Petition case number(s)

CHECK ALL APPROPRIATE ALLEGATION CODES BELOW

Is the Section 8(a)(1) allegation a derivative and may be deleted?

Yes ☐No ☒

8(a)(1)	8(a)(3) continued	8(a)(5) continued
Coercive Actions (Surveillance, etc.)	Lockout	Refusal to Recognize
Coercive Rules	Refusal to Consider/Hire Applicant (salting only)	Repudiation/Modification of Contract [Sec. 8(d)/Unilateral Changes]
Coercive Statements (Threats, Promises of Benefits, etc.)	Refusal to Reinstate Employee/Striker (e.g., Laidlaw)	Shutdown or Relocate (e.g., First National Maint.) Subcontract Work
Concerted Activities (Retaliation, Discharge, Discipline)	Retaliatory lawsuit	8(e)
Denial of Access	Shutdown or Relocate/ Subcontract Unit Work	All Allegations against an Employer
Discharge of supervisor (Parker-Robb Chevrolet)	Union Security Related Actions	
Interrogation (including Polling)	8(a)(4)	
Lawsuits	Changes in Terms & Conditions of Emplt	
Weingarten	Discharge (incl Layoff & Refusal to Hire)	
8(a)(2)	Discipline	
Assistance	Refusal to Reinstate Employee/Striker	
Domination	Shutdown or Relocate/Subcontract Unit Work	
Unlawful Recognition	8(a)(5)	
8(a)(3)	Alter Ego	
Changes in Terms & Conditions of Emplt	Failure to Sign Agreement	
Discharge (including Layoff & Refusal to Hire (not salting))	Refusal to Bargain/Bad Faith Bargaining (incl surface bargaining/direct dealing)	
Discipline	Refusal to Furnish Information	
	Refusal to Hire Majority	

(b) (5)

Is this a Related case?

Yes ☐No ☒

Check here if above case is the main number

☐

(b) (6), (b) (7)(C)

If yes, what is main case number?

CA CHARGE ASSIGNMENT SHEET

D o c k e t C h e c k l i s t

Category marked on case file

/

Target date marked on case file

/

Completed file in Agent's mailbox

/

Charge scanned into NxGen

/

Original Charge in case file

/

Copy of Charge for reception

/

Copy of Charge for FOIA

/

Copy of Pink Sheet to Nelly

/

Before mailing letters,
get OK from Liz or Nelly

OK

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

**MAZT, INC. D/B/A MCDONALD'S AND
MCDONALD'S USA LLC AS SINGLE AND
JOINT EMPLOYER**

Charged Party

and

**WESTERN WORKERS ORGANIZING
COMMITTEE**

Charging Party

Case 20-CA-142463

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on December 9, 2014, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

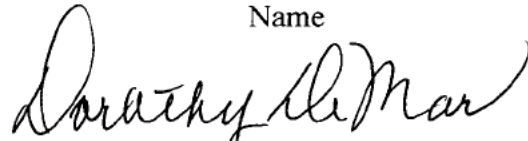
MaZT, Inc. d/b/a McDonald's and
McDonald's USA, LLC, as Single and Joint
Employer
6091 Florin Rd
Sacramento, CA 95823-2304

December 9, 2014

Date

Dorothy DeMar, Designated Agent of
NLRB

Name



Signature



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 20
901 Market St Ste 400
San Francisco, CA 94103-1738

Agency Website: www.nlrb.gov
Telephone: (415)356-5130
Fax: (415)356-5156

Agent's Direct Dial: (415)356-5209

December 16, 2014

(b) (6), (b) (7)(C), (b) (7)(D)

(b) (6), (b) (7)(C), (b) (7)(D)

Re: MaZT, Inc. d/b/a McDonald's and
McDonald's USA LLC as Single and Joint
Employer
Case 20-CA-142463

Dear (b) (6), (b) (7)(C), (b) (7)(D)

Attached please find a copy of a Confidential Witness Affidavit that you provided in the above-referenced case.

If you have any questions or concerns, please call me at 415-356-5209.

Very truly yours,

/s/ Elvira Pereda

ELVIRA PEREDA
Field Attorney

Enclosure: Affidavit
ELP:djd



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
REGION 20
901 MARKET ST
STE 400
SAN FRANCISCO, CA 94103-1738

Agency Website: www.nlrb.gov
Telephone: (415)356-5209
Fax: (415)356-5156

SENT VIA EMAIL ONLY
Roger.Crawford@bbklaw.com

December 17, 2014

Roger Crawford
Best, Best & Krieger LLP
2855 East Guasti Rd. Suite 400
Ontario, CA 91761

Re: McDonald's
Case: 20-CA-142463

Dear Mr. Crawford:

I am writing this letter to advise you that it is now necessary for me to take evidence from you regarding the allegations raised in the investigation of the above-captioned case. As explained below, I am requesting to take affidavits on or before Friday, January 9, 2015 with regard to certain allegations in this case.

Allegations: Western Workers Organizing Committee (the Union) is alleging that McDonald's (the Employer) terminated employee (b) (6), (b) (7)(C) on about (b) (6), (b) (7)(C) 2014, for engaging in union activities, including participating in the (b) (6), (b) (7)(C) 2014 protest. In addition, the Union alleges that on about (b) (6), (b) (7) 2014, a (b) (6), (b) (7)(C) [REDACTED], during working time, impliedly threatened employees with unspecified reprisals for engaging in union activity.

Affidavits: I am requesting to take affidavits from (b) (6), (b) (7)(C) [REDACTED] working on (b) (6), (b) (7)(C) 2014, and any other individual involved in (b) (6), (b) (7)(C) termination.¹ In addition, please provide the following documents:

- a. The complete personnel file of (b) (6), (b) (7)(C) covering the entire period of (b) (6), (b) (7)(C) employment with the Employer.

¹ If the Employer will be making these individuals available for an affidavit, please let me know no later than Tuesday, January 6, 2015, so that I can make the necessary travel arrangements.

- b. To the extent not produced in response to Request No. a, all job descriptions, performance evaluations or observations, and disciplinary records pertaining to (b) (6), (b) (7)(C) covering the entire period of (b) (6), (b) (7)(C) employment with the Employer.
- c. Reports (including the report allegedly shown to (b) (6), (b) (7)(C) by (b) (6), (b) (7)(C) on the day of (b) (6), (b) (7)(C) termination), investigative notes, statements, recommendations, summaries, internal correspondence, emails, text messages, and other documents regarding (b) (6), (b) (7)(C) termination and the reasons therefore.
- d. To the extent not produced in response to Request No. c, all reports, recommendations, summaries, internal correspondence, or other documents reflecting the identity of any individual involved in the Employer's decision to terminate (b) (6), (b) (7)(C).
- e. If applicable, all work rules or policies the Employer asserts (b) (6), (b) (7)(C) violated that caused the Employer to terminate (b) (6), (b) (7)(C) employment.

If it is the Employer's position that (b) (6), (b) (7)(C) was terminated for (b) (6), (b) (7)(C), please provide the complete disciplinary records of employees who have been terminated for engaging in this or other similar conduct during the period from January 2013 through the present.

Date for Submitting Evidence: To resolve this matter as expeditiously as possible, you are requested to present your evidence, including making individuals available for an affidavit, in this matter by Friday, January 9, 2015, close of business. Electronic filing of position statements and documentary evidence through the Agency website is preferred but not required. To file electronically, go to www.nlr.gov, select **File Case Documents**, enter the **NLRB case number**, and follow the detailed instructions. If I have not received all your evidence by that time or spoken with you and agreed to another date, it will be necessary for me to make my recommendations based upon the information available to me at that time.

Please contact me at your earliest convenience by telephone, (415) 356-5209, or e-mail, elvira.pereda@nlrb.gov, so that we can discuss how you would like to provide evidence and I can answer any questions you have with regard to the issues in this matter.

Very truly yours,

/s/ ELVIRA T. PEREDA

Field Attorney

From: (b) (6), (b) (7)(C)
To: [Pereda, Elvira](#)
Cc: [Sean D. Graham](#)
Subject: RE: 20-CA-142463 McDonald's (b) (6), (b) (7)(C)
Date: Thursday, January 15, 2015 6:12:53 PM
Attachments: (b) (6), (b) (7)(C) [Notices.pdf](#)

Elvira,

My apologies for the late response. Attached are copies of the Strike and Return to Work notices.

I do not know (b) (6), (b) (7)(C) last name, but (b) (6), (b) (7)(C) telephone number is (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) is expecting your call

Let me know if you need anything else.

Thank you,

(b) (6), (b) (7)(C)

From: Elvira.Pereda@nlrb.gov
To: (b) (6), (b) (7)(C)
Subject: 20-CA-142463 McDonald's (b) (6), (b) (7)(C)
Date: Wed, 14 Jan 2015 01:11:42 +0000

Hi (b) (6), (b) (7)(C)

I have a couple of questions for you:

Do you have a copy of the letter that the Union delivered to the Employer regarding the names of employees who would be participating in the (b) (6), (b) (7)(C) 2014 strike? If so, could you please provide me with a copy.

Do you have a copy of the letter the Union delivered to the Employer on about (b) (6), (b) (7)(C) 2014 regarding employees returning to work? If so, could you please provide me with a copy.

Do you happen to have the full name and contact information of the other employee (b) (6), (b) (7)(C) who was also fired on the same day that (b) (6), (b) (7)(C) was fired? If so, could you please provide me this information.

Thank you,

[Elvira Pereda](#)
[Field Attorney](#)
[NLRB, Region 20](#)
[901 Market Street, Suite 400](#)

San Francisco, CA 94103
Tel: (415) 356-5209
Fax: (415) 356-5156

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Western Workers Organizing Committee
2501 International Blvd., Suite D
Oakland, CA 94601

To:

McDonald's/McDonald's USA, LLC, Joint Employers

6091 Florin Rd., Sac. 95823

Dear Joint Employers:

This is to notify you that we are going on a one-day strike beginning on (b) (6), (b) (7)(C) 2014. We are striking to protest unfair labor practices at numerous locations for which Joint Employer McDonald's USA is responsible, wage theft, and unsafe working conditions occurring here, in workplaces in our city, and in solidarity with other fast food workers across the country. We are also striking to demand a \$15 an hour wage and the right to join a union without retaliation. We are not making a present demand for recognition at this time.

We unconditionally offer to return to work after (b) (6), (b) (7)(C) for our next regularly scheduled shift. This is a peaceful, lawful, one-day strike protected by federal labor law. We expect that you will obey federal law and refrain from firing, discriminating, or retaliating against us for standing together to improve our jobs and to safeguard our rights.

This company is profitable because of our hard work, but we are paid poverty wages that are not enough to pay for the basics like food, rent, and utilities. We are striking to bring ourselves and others out of poverty, and to improve the lives of our families. We know McDonald's can afford to pay us more when it earns billions in profits annually.

Print Name:

(b) (6), (b) (7)(C)



Western Workers Organizing Committee
2501 International Blvd., Suite D
Oakland, CA 94601

To: McDonald's/McDonald's USA, LLC, Joint Employers

6091 Florin Rd., Sac. 95823

Attention management and ownership of this restaurant:

We are unconditionally returning to work after our lawful, peaceful, one-day strike that began on (b) (6), (b) (7)(C) 2014, to demand a \$15 an hour wage, the right to join a union without intimidation, and to protest unfair labor practices, unsafe working conditions, abusive supervisors, and wage theft occurring here, in workplaces in our city, and in solidarity with fast food and convenience store workers across the country. You are prohibited by federal law from firing, discriminating, or retaliating against us for fighting together to improve our jobs and to safeguard our rights.

Print Name:

(b) (6), (b) (7)(C)

From: [Kwon, Christy](#)
To: [Frankl, Joseph F.](#)
Cc: [Pereda, Elvira](#)
Subject: RE: McD FIR Revised (b) (6), (b) (7)(C) Termination)
Date: Wednesday, January 21, 2015 1:01:39 PM

(b) (5), (b) (6), (b) (7)(C)

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Thanks, Joe.

From: Frankl, Joseph F.
Sent: Wednesday, January 21, 2015 9:54 AM
To: Kwon, Christy
Cc: Pereda, Elvira
Subject: RE: McD FIR Revised (b) (6), (b) (7)(C) Termination)

(b) (5)

[Redacted]

[Redacted]

J

From: Kwon, Christy
Sent: Tuesday, January 20, 2015 3:56 PM
To: Frankl, Joseph F.
Cc: Pereda, Elvira
Subject: FW: McD FIR Revised (b) (6), (b) (7)(C) Termination)

Hi Joe,

This is for tomorrow's agenda at 3. (b) (5), (b) (6), (b) (7)(C)

[Redacted]

[Redacted]

[Redacted]

Christy

From: Pereda, Elvira
Sent: Thursday, January 15, 2015 2:18 PM
To: Kwon, Christy
Subject: McD FIR Revised (b) (6), (b) (7)(C) Termination)

Christy,

(b) (5), (b) (6), (b) (7)(C)

-Let me know if you have any other questions.

From: Kwon, Christy

Sent: Wednesday, January 14, 2015 11:49 AM

To: Pereda, Elvira

Subject: RE: 20-CA-142463 McD FIR (b) (5), (b) (7)(C) Termination)

Sounds good. Also, (b) (6), (b) (7)(C) I'll try and make it back by 2 or 2:30. We can meet when I get back, or if you want, we can meet around 12:30 (after my call with ILB).

From: Pereda, Elvira

Sent: Wednesday, January 14, 2015 11:42 AM

To: Kwon, Christy

Subject: RE: 20-CA-142463 McD FIR (b) (5), (b) (7)(C) Termination)

Ok. I will wait and see if the ER comes thru and submits a PST and I'll get back to you on your questions.

From: Kwon, Christy

Sent: Wednesday, January 14, 2015 11:30 AM

To: Pereda, Elvira

Subject: RE: 20-CA-142463 McD FIR (b) (5), (b) (7)(C) Termination)

Got it. (b) (5), (b) (6), (b) (7)(C)

(b) (5), (b) (6), (b) (7)(C)

From: Pereda, Elvira
Sent: Wednesday, January 14, 2015 11:11 AM
To: Kwon, Christy
Subject: RE: 20-CA-142463 McD FIR (b) (6), (b) (7)(C) Termination)

I meant change to category III.

From: Pereda, Elvira
Sent: Wednesday, January 14, 2015 10:31 AM
To: Kwon, Christy
Subject: 20-CA-142463 McD FIR (b) (6), (b) (7)(C) Termination)

Christy,

Here's the McD FIR for the latest charge.

I think I mentioned to you that the charge was categorized as II (target date of 2/23/15), but given that the EE was terminated it should be a category I.

Also, the ER's deadline was last Friday. (b) (5)

Elvira

Elvira Pereda
Field Attorney
NLRB, Region 20
901 Market Street, Suite 400
San Francisco, CA 94103
Tel: (415) 356-5209
Fax: (415) 356-5156

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From: [Kwon, Christy](#)
To: [Pereda, Elvira](#)
Subject: Fwd: McD FIR Revised (b) (6), (b) Termination)
Date: Wednesday, January 21, 2015 7:41:04 PM

We're good to go. Thanks E!

Sent from my iPhone

Begin forwarded message:

From: "Frankl, Joseph F." <Joseph.Frankl@nlrb.gov>
Date: January 21, 2015 4:32:26 PM PST
To: "Kwon, Christy" <Christy.Kwon@nlrb.gov>
Subject: RE: McD FIR Revised (b) (6), (b) (7)(C) Termination)

Aha, OK. Looks like we're covered.

Thx again

J

From: Kwon, Christy
Sent: Wednesday, January 21, 2015 4:30 PM
To: Frankl, Joseph F.
Subject: Re: McD FIR Revised (b) (6), (b) (7)(C) Termination)

For this type of offense. We have records of other disciplines for other types of misconduct.

Sent from my iPhone

On Jan 21, 2015, at 4:27 PM, "Frankl, Joseph F." <Joseph.Frankl@nlrb.gov> wrote:

OK. (b) (5)

[REDACTED]

[REDACTED]

But

OK.

Thx

J

From: Kwon, Christy
Sent: Wednesday, January 21, 2015 4:13 PM
To: Frankl, Joseph F.

Cc: Pereda, Elvira

Subject: FW: McD FIR Revised (b) (6), (b) (7)(C) Termination)

Hi Joe,

The ER has no other disciplinary records other than terminations. (b) (5)

[REDACTED]

Thanks,
Christy

From: Pereda, Elvira

Sent: Wednesday, January 21, 2015 4:05 PM

To: Kwon, Christy

Subject: RE: McD FIR Revised (b) (6), (b) (7)(C) Termination)

Christy,

I just spoke with the ER. There are no additional disciplinary records for (b) (6), (b) (7)(C) other than the termination notices already submitted by the ER. The ER has a strict (b) (6), (b) (7)(C) policy and has terminated the (b) (6), (b) (7)(C).

Let me know if you have any other questions.

Elvira

From: Kwon, Christy

Sent: Wednesday, January 21, 2015 10:44 AM

To: Pereda, Elvira

Subject: FW: McD FIR Revised (b) (6), (b) (7)(C) Termination)

FYI,

(b) (5), (b) (6), (b) (7)(C)
[REDACTED] Thanks.

From: Kwon, Christy

Sent: Wednesday, January 21, 2015 10:45 AM

To: Frankl, Joseph F.

Subject: RE: McD FIR Revised (b) (6), (b) (7)(C) Termination)

Joe,

I've asked Elvira to (b) (5), (b) (6), (b) (7)(C)

[REDACTED]

(b) (5), (b) (6), (b) (7)(C)

We'll follow up and get back to you.

Thanks,
Christy

From: Frankl, Joseph F.
Sent: Wednesday, January 21, 2015 10:32 AM
To: Kwon, Christy
Subject: RE: McD FIR Revised (b) (5), (b) (7)(C) Termination)

Let's go ahead and (b) (5)

J

From: Kwon, Christy
Sent: Wednesday, January 21, 2015 10:31 AM
To: Frankl, Joseph F.
Subject: RE: McD FIR Revised (b) (5), (b) (7)(C) Termination)

We have no evidence of that.

From: Frankl, Joseph F.
Sent: Wednesday, January 21, 2015 10:08 AM
To: Kwon, Christy
Subject: RE: McD FIR Revised (b) (5), (b) (7)(C) Termination)

Right. (b) (5)

From: Kwon, Christy
Sent: Wednesday, January 21, 2015 10:02 AM
To: Frankl, Joseph F.
Cc: Pereda, Elvira
Subject: RE: McD FIR Revised (b) (5), (b) (7)(C) Termination)

That is correct. There is a record of termination for similar misconduct in January 2014, which pre-dates the fast-food organizing drive. ER also

terminated an employee in May and in December 2014. All three disciplinary records state that the ER has a zero tolerance policy for (b) (5), (b) (6), and that the employee (b) (5), (b) (6), (b) (7)(C)

Thanks, Joe.

From: Frankl, Joseph F.
Sent: Wednesday, January 21, 2015 9:54 AM
To: Kwon, Christy
Cc: Pereda, Elvira
Subject: RE: McD FIR Revised (b) (6), (b) (7)(C) Termination)

(b) (5)

[REDACTED]

J

From: Kwon, Christy
Sent: Tuesday, January 20, 2015 3:56 PM
To: Frankl, Joseph F.
Cc: Pereda, Elvira
Subject: FW: McD FIR Revised (b) (6), (b) (7)(C) Termination)

Hi Joe,

This is for tomorrow's agenda at 3. (b) (5), (b) (6), (b) (7)(C)

[REDACTED]

Christy

From: Pereda, Elvira
Sent: Thursday, January 15, 2015 2:18 PM
To: Kwon, Christy
Subject: McD FIR Revised (b) (6), (b) (7)(C) Termination)

Christy,

I got some disciplinary records from the ER. In 2014, in addition to (b) (6), (b) (7)(C) they terminated three other EEs for (b) (6), (b) (7)(C) I had asked for 2013 and 2014 records, but only got 2014 records. (b) (5)

[REDACTED]

As to your questions. (b) (5), (b) (6), (b) (7)(C)

I've added this to the FIR.

-Let me know if you have any other questions.

From: Kwon, Christy

Sent: Wednesday, January 14, 2015 11:49 AM

To: Pereda, Elvira

Subject: RE: 20-CA-142463 McD FIR (b) (5), (b) (6), (b) (7)(C) Termination)

Sounds good. Also, (b) (6), (b) (7)(C)

I'll try and make it back by 2 or 2:30. We can meet when I get back, or if you want, we can meet around 12:30 (after my call with ILB).

From: Pereda, Elvira

Sent: Wednesday, January 14, 2015 11:42 AM

To: Kwon, Christy

Subject: RE: 20-CA-142463 McD FIR (b) (5), (b) (6), (b) (7)(C) Termination)

Ok. I will wait and see if the ER comes thru and submits a PST and I'll get back to you on your questions.

From: Kwon, Christy

Sent: Wednesday, January 14, 2015 11:30 AM

To: Pereda, Elvira

Subject: RE: 20-CA-142463 McD FIR (b) (5), (b) (6), (b) (7)(C) Termination)

Got it. (b) (5), (b) (6), (b) (7)(C)

(b) (5), (b) (6), (b) (7)(C)

From: Pereda, Elvira
Sent: Wednesday, January 14, 2015 11:11 AM
To: Kwon, Christy
Subject: RE: 20-CA-142463 McD FIR ((b) (6), (b) (7)(C) Termination)

I meant change to category III.

From: Pereda, Elvira
Sent: Wednesday, January 14, 2015 10:31 AM
To: Kwon, Christy
Subject: 20-CA-142463 McD FIR ((b) (6), (b) (7)(C) Termination)

Christy,

Here's the McD FIR for the latest charge.

I think I mentioned to you that the charge was categorized as II (target date of 2/23/15), but given that the EE was terminated it should be a category I.

Also, the ER's deadline was last Friday. They told me that they would get something to me this week. (b) (5)

Elvira

Elvira Pereda
Field Attorney
NLRB, Region 20
901 Market Street, Suite 400
San Francisco, CA 94103
Tel: (415) 356-5209
Fax: (415) 356-5156

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From: [Sean D. Graham](#)
To: [Pereda, Elvira](#)
Subject: Re: 20-CA-142463 McDonald's (b) (6), (b) Case)
Date: Wednesday, January 21, 2015 10:51:32 PM

Charging Party withdraws

Sent from my iPhone

On Jan 21, 2015, at 10:12 AM, "Pereda, Elvira" <Elvira.Pereda@nrlb.gov> wrote:

Hi Sean,

I just tried leaving you a voicemail, but had serious issues with your machine and gave up.

I wanted to let you know that the Region did not find merit to the last charge, Case 20-CA-142463, pertaining to the termination of employee (b) (6), (b) (7)(C). As you may know, the Employer alleged that it terminated this employee for (b) (6), (b) (7)(C). The Employer was able to show that in the past, it has terminated employees for engaging in similar conduct. Based on these facts, we would not be able to rebut the Employer's *Wright Line* Defense.

Let me know by this Friday, January 23, noon time, how you wish to proceed (withdrawal, short/long form dismissal). If I don't hear from you, the Region will issue a long form dismissal.

Thank you,

Elvira Pereda
Field Attorney
NLRB, Region 20
901 Market Street, Suite 400
San Francisco, CA 94103
Tel: (415) 356-5209
Fax: (415) 356-5156

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Pereda, Elvira

From: Sean D. Graham <sgraham@unioncounsel.net>
Sent: Wednesday, January 21, 2015 7:50 PM
To: Pereda, Elvira
Subject: Re: 20-CA-142463 McDonald's (b) (6), (b) (7)(C) Case)

Sensitivity: Personal

Flag Status: Completed

Withdrawal request approved

Charging Party withdraws

Sent from my iPhone

1/27/15
(Date)

Regional Director
National Labor Relations Board
Region 20

On Jan 21, 2015, at 10:12 AM, "Pereda, Elvira" <Elvira.Pereda@nlrb.gov> wrote:

Hi Sean,

I just tried leaving you a voicemail, but had serious issues with your machine and gave up.

I wanted to let you know that the Region did not find merit to the last charge, Case 20-CA-142463, pertaining to the termination of employee (b) (6), (b) (7)(C). As you may know, the Employer alleged that it terminated this employee for (b) (6), (b) (7)(C). The Employer was able to show that in the past, it has terminated employees for engaging in similar conduct. Based on these facts, we would not be able to rebut the Employer's *Wright Line* Defense.

Let me know by this Friday, January 23, noon time, how you wish to proceed (withdrawal, short/long form dismissal). If I don't hear from you, the Region will issue a long form dismissal.

Thank you,

Elvira Pereda
Field Attorney
NLRB, Region 20
901 Market Street, Suite 400
San Francisco, CA 94103
Tel: (415) 356-5209
Fax: (415) 356-5156

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From: [Kwon, Christy](#)
To: [Pereda, Elvira](#)
Subject: Fwd: 20-CA-142463 MAzt's dba McDonald's (request to process WD)
Date: Tuesday, January 27, 2015 5:46:35 PM

Would you mind uploading this into nxgen?

Sent from my iPhone

Begin forwarded message:

From: "Dunham, Geoffrey" <geoffrey.dunham@nlrb.gov>
Date: January 27, 2015 7:43:30 AM PST
To: "Kwon, Christy" <Christy.Kwon@nlrb.gov>
Cc: "Coffman, Jill H." <Jill.Coffman@nlrb.gov>, "Pereda, Elvira" <Elvira.Pereda@nlrb.gov>, "Peck, Timothy W." <Timothy.Peck@nlrb.gov>, "Dunham, Geoffrey" <geoffrey.dunham@nlrb.gov>, "Wainstein, Richard" <Richard.Wainstein@nlrb.gov>, "Jaffe, Leah Z." <leah.jaffe@nlrb.gov>
Subject: Re: 20-CA-142463 MAzt's dba McDonald's (request to process WD)

Christy, (b) (5), (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C), it is OK to process the withdrawal. Thanks, Geoff

From: Kwon, Christy
Sent: Monday, January 26, 2015 7:17 PM
To: Jaffe, Leah Z.; Dunham, Geoffrey
Cc: Coffman, Jill H.; Pereda, Elvira; Peck, Timothy W.
Subject: 20-CA-142463 MAzt's dba McDonald's (request to process WD)

Leah and Geoff:

In 20-CA-142463, the charge alleges that employee (b) (6), (b) (7)(C) was terminated for engaging in a one-day strike. (b) (6), (b) (7)(C) had only been employed about (b) (6), (b) (7)(C) when (b) (6), (b) (7)(C) engaged in the one-day strike. Although there was evidence the Employer knew of union activity, (b) (6), (b) (7)(C) admitted to the conduct for which (b) (6) was fired for (b) (6), (b) (7)(C). The Region found no merit to the charge based on Employer's strong *Wright Line* defense that it has a strict zero tolerance for this type of misconduct and that it immediately terminates employees who (b) (6), (b) (7)(C). There was no evidence to rebut this defense. There is an outstanding complaint against this Employer for various independent 8a1s and a 8a3/4 discharge of one employee.

Charging Party has requested withdrawal of the charge. Please let us know if we can process the withdrawal.

Thanks,

Christy

Case Name: MaZT, Inc. d/b/a McDonald's and McDonald's USA LLC as Single and Joint Employer
Case No.: 20-CA-142463
Agent: [AGENT NAME AND TITLE]

CASEHANDLING LOG

[illegible]

CASE HANDLING CHRONOLOGY

CASE NO: 20-CA-142463
BOARD AGENT Elvira Pereda

Filed: 12/8/2014

1. All affidavits, other evidence, and detailed file memos are in this file. If not, there is a cross reference to another file or an explanation for the lack of affidavits in this file. ()
2. Included is an Agenda Minute or memo explaining the reasons for the Regional Disposition. ()
3. Information Officer's file memo with Public Information Disposition Report, if applicable, are included and completed. ()

Supervisor's Initials: _____

DATE:

12/10/14	(b) (6), (b) (7)(C) will get me. (b) (6), (b) (7)(C) contact info.
(b) (6), (b) (7)(C) 1/5	Spouse w/ (b) (6), (b) (7)(C) still works for ER. (b) (6), (b) (7)(C) hasn't complained at anything. Still being treated the same.
1/20/15	called (b) (6), (b) (7)(C) and left him a m.
1/21/15	(b) (5), (b) (6), (b) (7)(C) from a power restaurant
1/22/15	Spouse w/ Graham. Didn't know all facts when charge was filed. May not have filed.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 20
901 Market St Ste 400
San Francisco, CA 94103-1738

Agency Website: www.nlr.gov
Telephone: (415)356-5130
Fax: (415)356-5156

January 27, 2015

ROGER K. CRAWFORD
BEST BEST & KRIEGER LLP
2855 EAST GUASTI RD STE 400
ONTARIO, CA 91761

MICHAEL S. FERRELL
JONES DAY
77 WEST WACKER DR STE 3500
CHICAGO, IL 60601

DOREEN S. DAVIS
JONES DAY
222 EAST 41ST ST
NEW YORK, NY 10017-6702

AARON L. AGENBROAD
JONES DAY
555 CALIFORNIA ST 26TH FL
SAN FRANCISCO, CA 94104

Re: MaZT, Inc. d/b/a McDonald's and
McDonald's USA LLC as Single and Joint
Employer
Case 20-CA-142463

Dear Mr. CRAWFORD, Ms. DAVIS, Mr. FERRELL, and Mr. AGENBROAD:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/S/

JOSEPH F. FRANKL
Regional Director

cc: MAZT, INC. D/B/A MCDONALD'S AND MCDONALD'S USA, LLC,
AS SINGLE AND JOINT EMPLOYER
6091 FLORIN RD
SACRAMENTO, CA 95823-2304

ERIKA LENHART, UNION REPRESENTATIVE
WESTERN WORKERS ORGANIZING COMMITTEE
2501 INTERNATIONAL BLVD STE D
OAKLAND, CA 94601

SEAN D. GRAHAM
WEINBERG ROGER & ROSENFELD
800 WILSHIRE BLVD STE 1320
LOS ANGELES, CA 90017